



Human Resource and Outreach Committee Meeting

August 13, 2008





District Re-alignment

- **Goal: To maximize organizational efficiencies by reducing redundancy and streamlining functions**
 - Effective date - October 9, 2008; transition over the next few months
 - Employees should be prepared to take on new challenges; accept new roles and functions and expect that their current job duties and/or supervisor may change



District Re-alignment

■ Movements:

- Consolidate engineering and construction functions
- Align land stewardship, right-of-way and vegetation management functions
- Align survey and land acquisition functions
- Align RECOVER scientists with core science research, assessment and analysis functions



District Re-alignment

- **Combine service center functions with a policy and planning group to enable more proactive interaction with local governments on water resource related issues**
- **Align enterprise project management and budget functions and SAP Solutions Center under the Executive Office**



FY 2009 merit and benefits

■ Merit

- Merit will be budgeted at 2% and awarded in the range of 0-3%

■ Benefits

- Increase in deferred compensation contributions from \$2,500 to \$3,000 maximum per year
- Increase dental coverage; Annual per person benefit maximum changed from \$1,500/year to \$2,000/year;
- Dependent coverage premium changed from a 60/40 District/employee split to a 50/50 split.



FY 2009 merit and benefits

- Annual Leave Buy-down
 - *Minimum 20 hours; Maximum 80 hours per fiscal year*
 - Employees must maintain a minimum of 120 hours of annual leave after any annual leave buy down
 - Employees will still be required to take 40 consecutive hours of annual leave each calendar year
 - Payout options
 - Direct
 - Defer into 457 account



Career Series

- Each job classification will be reviewed on a three (3) year cycle to remain competitive in the market
- Completing baseline cycle (2008) which served to create a standard career series for each job classification
- Current Implementations (2008)
 - Information technology, technician, section leaders and management
- Next in queue
 - Administrative and Creative Services



Volunteer Program

- **Goal: To provide volunteer opportunities to our retirees**
 - **Current Volunteers**
 - Chemistry Lab
 - Martin-St. Lucie Service Center
 - **Target date: First Quarter FY 2009**
 - Survey needs
 - Targeted mailing to our retirees (~100)
 - Evaluation tool



Alternative Work Schedule

- Effective December 31, 1996
- Scope – All regular employees
- Current participation - 243 employees
- AWS Arrangements
 - Flextime
 - Four ten-hour workdays
 - Four and one-half day workdays each workweek
 - Eight nine-hour days and one eight-hour day in a pay period
 - Shared Position



Questions?